

Vermont Mental Health Performance Indicator Project

DDMHS, Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601 (802-241-2638)

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani and Monica Simon

DATE: June 13, 2003

RE: Children's Services Staff

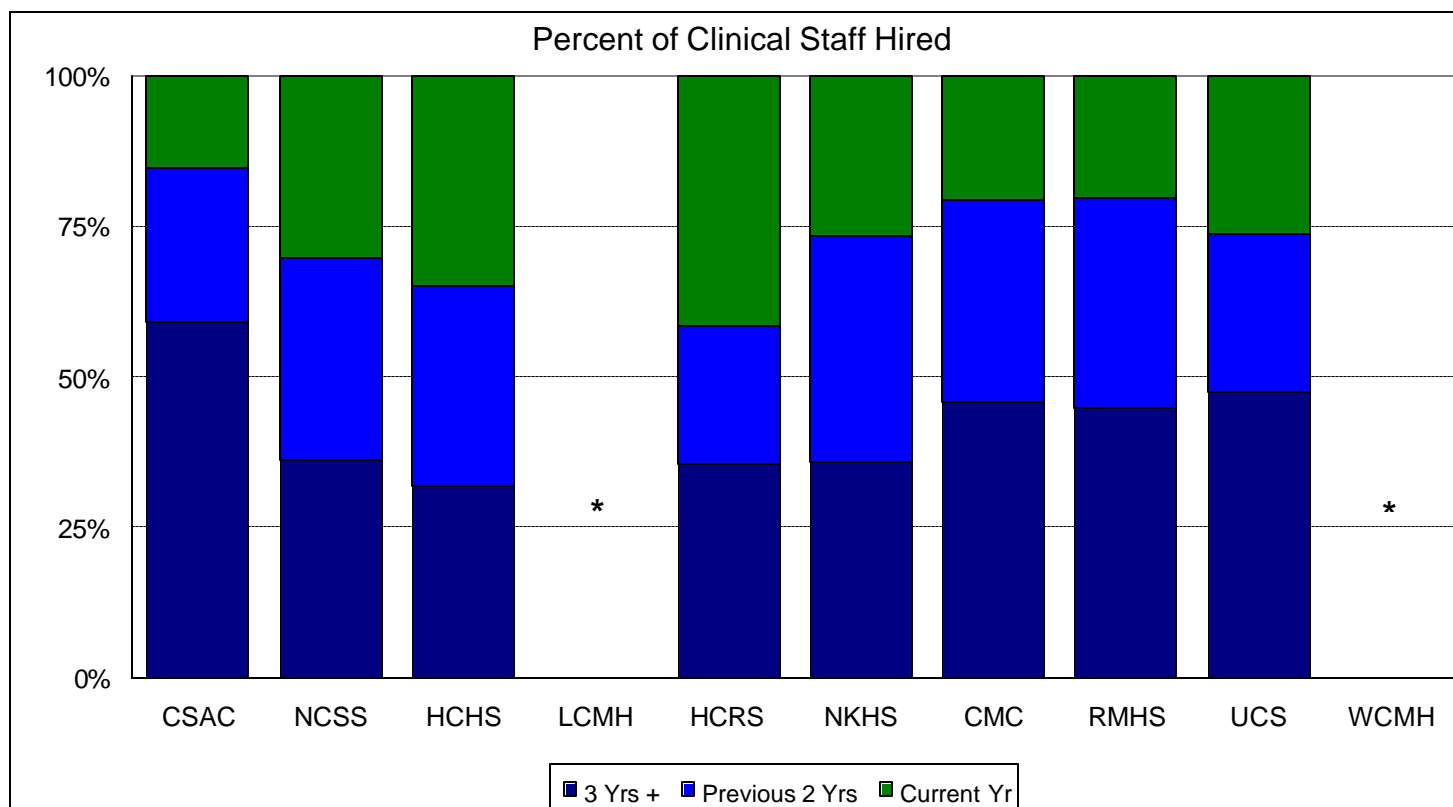
The attached table and graphs were prepared in response to a request from Alice Maynard and Brenda Bean (Child Adolescent and Family Unit) regarding characteristics of the clinical staff of community-based Children's Services Programs. This information will be used in the revised CAFU system of care plan. The information, staff tenure and level of education, reported here is based on Human Resource Data submitted to DDMHS by Designated Agencies on a quarterly basis. The data describe all clinical staff reported by Children's Services Programs during October through December 2002.

As you will see, more than one-third (37%) of Children's Services clinical staff had been employed for more than three years. The Counseling Service of Addison County (CSAC) had the highest proportion of these longer-term employees (59%). The Howard Center for Human Services (HCHS) had the lowest proportion of employees in this longer-term category (32%). Less than one third of Children's Services clinical staff were hired during that year. Lamoille County Mental Health (LCMH) and Washington County Mental Health (WCMH) have not submitted data for that time period.

The greatest proportion of the clinical staff of Children's Services Programs had Bachelor's or Master's degrees (42% and 44%, respectively). CSAC had the greatest proportion of clinical staff with Master's degrees (68%) and Northwestern Counseling and Support Services (NCSS) had the lowest (19%). Northeast Kingdom Human Services (NKHS) and Rutland Mental Health Services (RMHS) had the greatest proportion of Bachelor's level clinical staff (62% and 61%, respectively). NCSS had the greatest representation of clinical staff with less than a Bachelor's degree (28%) while CSAC and RMHS had the lowest representation of clinical staff with less than a Bachelor's degree (3% and 2%, respectively). Information regarding the education of Children's Services staff at HCHS was not graphed because data were provided for less than 20% of all clinical staff.

We look forward to your comments, questions, and suggestions for future analysis pip@ddmhs.state.vt.us or call 802-241-2638.

Children's Services Programs Clinical Staff Tenure: October - December 2002

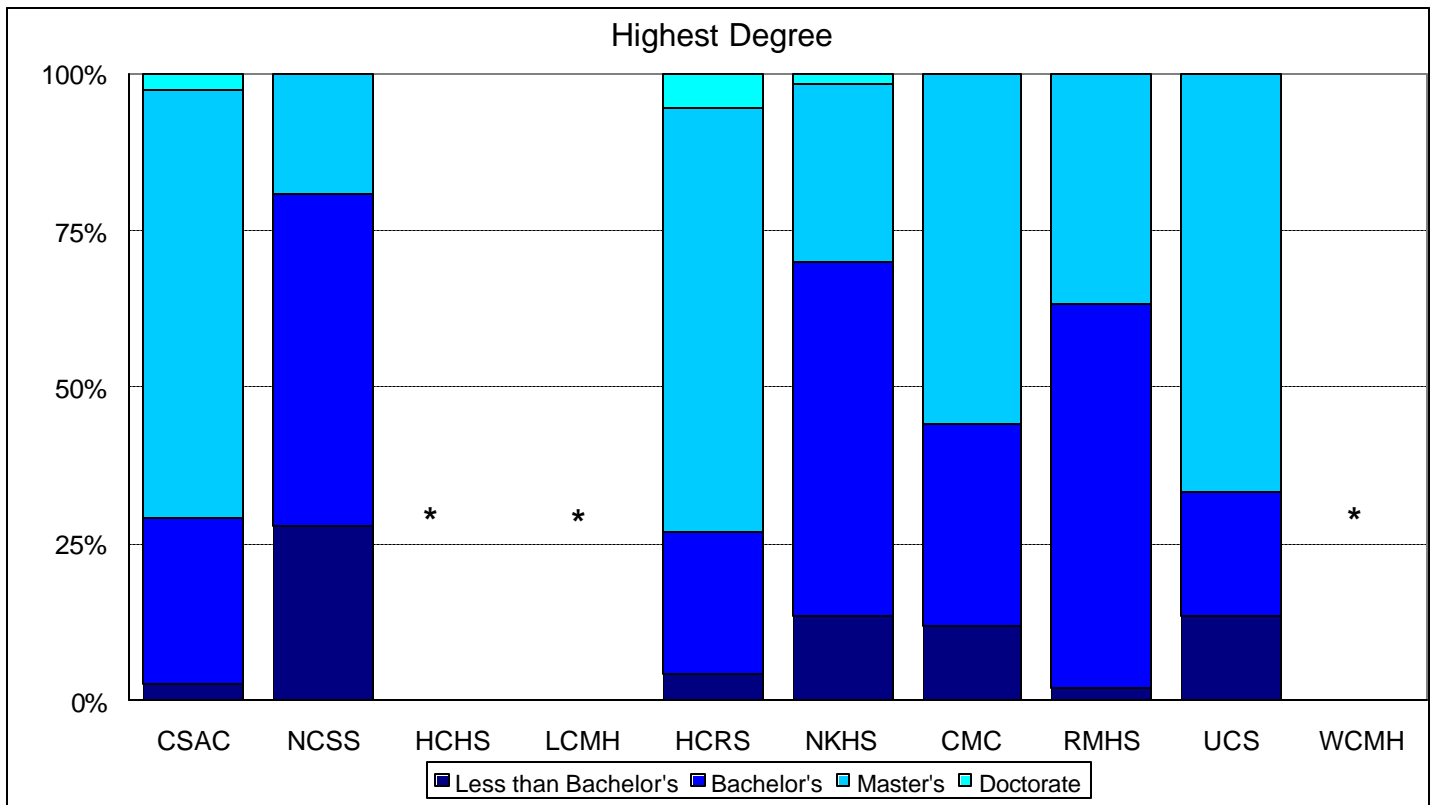


Clinic	Number of Clinical Staff	Hired During						Percent with Data
		Current Year		Previous Two Years		Three + Years		
		Number	Percent	Number	Percent	Number	Percent	
Total	621	195	31%	197	32%	229	37%	
CSAC	39	6	15%	10	26%	23	59%	100%
NCSS	69	21	30%	23	33%	25	36%	100%
HCHS	286	100	35%	95	33%	91	32%	100%
LCMH	*	*	*	*	*	*	*	0%
HCRS	79	33	42%	18	23%	28	35%	100%
NKHS	56	15	27%	21	38%	20	36%	100%
CMC	24	5	21%	8	33%	11	46%	100%
RMHS	49	10	20%	17	35%	22	45%	100%
UCS	19	5	26%	5	26%	9	47%	100%
WCMH	*	*	*	*	*	*	*	0%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Children's services staff includes full-time, part-time, and contractual workers in the following job categories: program director, program coordinator, clinician, case manager who were employed as of 4th quarter CY2002.

*LCMH and WCMH did not provide complete data for October - December 2002.

Children's Services Programs Highest Degree Earned by Clinical Staff: October - December 2002



Clinic	Number of Clinical Staff	Highest Degree Earned				Percent with Data
		Less than Bachelor's	Bachelor's	Master's	Doctorate	
Total	621	11%	42%	44%	2%	
CSAC	39	3%	26%	68%	3%	97%
NCSS	69	28%	53%	19%	0%	99%
HCHS	286	7%	47%	42%	4%	16%
LCMH	*	*	*	*	*	0%
HCRS	79	4%	22%	63%	5%	100%
NKHS	56	15%	62%	31%	2%	98%
CMC	24	13%	33%	58%	0%	100%
RMHS	49	2%	61%	37%	0%	100%
UCS	19	11%	16%	53%	0%	100%
WCMH	*	*	*	*	*	0%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Children's services staff includes full-time, part-time, and contractual workers who were employed as of 4th quarter CY2002.

Clinical Staff are staff holding the following positions: program director, program coordinator, clinician, case manager.

*LCMH and WCMH did not provide complete data for October - December 2002. HCHS reported less than 70% of data for highest degree.